

Southern Nevada Public Land Management Act

Strategic Plan

Including the FY 2002 Annual Performance Plan

Fiscal Year 2002

Introduction

Thank you for your interest in the Southern Nevada Public Land Management Act (SNPLMA). It is truly a landmark piece of legislation that provides a wonderful opportunity to enhance the quality of life in Nevada.

The SNPLMA was signed into law in October 1998, and the Bureau of Land Management was charged with its implementation. In order to manage the implementation effort, the BLM established the Southern Nevada Project Office, located in Las Vegas. While the Project Office has overall management responsibility, many different organizational entities play critical roles in the implementation effort. The SNPLMA Strategic Plan is important in that it provides a single set of goals and objectives applicable to all entities involved with implementation.

The SNPLMA Strategic Plan consists of:

- Mission statement
- Operating principles
- Strategic goals
- Strategic objectives associated with each strategic goal
- Planned accomplishments for the fiscal year
- Functional Matrix (establishing who is responsible for what)
- A matrix establishing the relationship between the SNPLMA Strategic Plan and the BLM Strategic Plan

The Strategic Plan was first developed in 2001. It is reviewed and updated on an annual basis. While the mission, principles, goals and objective remain relatively constant, a new set of planned accomplishments are developed for each new fiscal year (beginning on October 1).

Implementation of the Strategic Plan is accomplished by the development and implementation of an Annual Performance Plan. The Annual Performance Plan breaks the Planned Accomplishments down into individual tasks, and establishes a time-frame and assigns the lead responsibility for each. Progress is assessed and reported on a quarterly basis. An annual project performance report assess success in accomplishing tasks and annual performance goals.

An Annual Report is developed at the close of each fiscal year to assess success in achieving the overall mission and strategic goals.

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MISSION STATEMENT – The mission statement articulates our purpose at the highest level and in as few words as possible.

OPERATING PRINCIPLES – The operating principles describe the values we will apply in implementing each goal, objective and task.

STRATEGIC GOALS – The strategic goals describe how we will achieve our mission.

STRATEGIC OBJECTIVES – The strategic objectives describe what we will do to achieve each of the strategic goals

FY 2002 PLANNED ACCOMPLISHMENTS -- The planned accomplishments are presented in table format. It describes the status of implementation, and articulates the planned accomplishments for the coming fiscal year for each of the strategic objective.

FY2002 ANNUAL PERFORMANCE PLAN – The Annual Project Plan breaks the Planned Accomplishments down into individual tasks, and establishes a time-frame and assigns the lead responsibility for each.

FUNCTIONAL MATRIX -- The functional matrix describes how implementation responsibilities are distributed amongst the organizational entities involved.

RELATIONSHIP WITH THE BLM STRATEGIC PLAN -- This table explains how the implementation of the SNPLMA Strategic Plan contributes to the achievement of the strategic goals in the BLM Strategic Plan..

Mission Statement

In implementing the Southern Nevada Public Land Management Act, the Bureau of Land Management facilitates the orderly disposal of federal land in the Las Vegas Valley, manages the financial resources generated to acquire environmentally sensitive land in Nevada, and to fund projects in Southern Nevada that enhance the quality of life of current and future generations of Americans.

Operating Principles

The public assets within the Southern Nevada Public Land Management Act disposal area boundary are worth more than \$1 billion dollars. We pledge to manage these assets with integrity, with common-sense, and in a manner that ensures the public interest is served.

The work we do has a significant impact the quality of life of both current and future generations. Our legacy is the land we acquire and the projects that are constructed with the funds we manage. Our legacy is also economically and environmentally healthy Las Vegas metropolitan area nested in and supported by a healthy natural environment in Southern Nevada. It is important work that deserves the best the federal government has to offer.

Our stakeholders are current and future generations of Americans. The assets we manage belong to our them. It is our job to manage these assets in their best interest. Our customers are current and future users of public lands, local governments, parties interested in purchasing land, buyers of public land, current and future residents of the Las Vegas Valley, and parties supporting a healthy social, economic, and natural environment.

To the greatest extent possible, the funds generated under the Southern Nevada Public Land Management Act will be used to achieve “on-the-ground” results. We will minimize implementation costs and work towards covering all implementation costs with the interest earned on the special account. Where it is cost-effective we will use the private sector to supply services. We will account for every penny earned or spent under the Act and make this information readily available to our stakeholders. Finally, we will make effective use of technology to accomplish our mission.

We manage our program using the best business practices of the day, borrowing from both the public and private sectors. We operate in an open, collaborative manner. We maximize information available to the public on all aspects of the project. We forge effective partnerships, knowing these are critical to our success. We are a team in the best sense of the word: we support each other, we value the diversity of expertise and viewpoints, and we learn from each other.

Strategic Goals

GOAL #1: SELL/CONVEY LAND: In collaboration with local governments, implement a program to sell or otherwise convey public land in the Las Vegas metropolitan area in a manner that ensures a fair return to the American public and supports the achievement of healthy, well planned communities in the Las Vegas Valley.

GOAL #2: ACQUIRE LAND: In cooperation with the State of Nevada, local governments, other federal agencies, and interested parties, administer a program to acquire environmentally sensitive land in Nevada.

GOAL #3: FUND PROJECTS: In cooperation with the State of Nevada, local governments, other federal agencies, and interested parties, administer a program to fund projects that enhance outdoor recreation opportunities, contribute to the development of a Multi-species Habitat Conservation Plan, and otherwise improve the quality of the environment in Southern Nevada.

GOAL #4: LAND FOR AFFORDABLE HOUSING: In collaboration with local governments, the Department of Housing and Urban Development, and interested parties, develop and implement a program to identify and convey land for affordable housing to local governments within the State of Nevada.

GOAL #5: PROTECT PUBLIC INTEREST: Protect the public interest in land within in the Las Vegas Valley disposal area.

GOAL #6: TEAM PERFORMANCE: Be the best example in the federal government of: team performance; project management; customer service; collaboration and partnerships; financial management; and cost-effective use of technology.

Strategic Objectives

GOAL #1: SELL/CONVEY LAND: In collaboration with local governments, implement a program to sell or otherwise convey public land in the Las Vegas metropolitan area in a manner that ensures a fair return to the American public and supports the achievement of healthy, well planned communities in the Las Vegas Valley.

OBJECTIVE #1.1: In collaboration with local governments and the Regional Planning Coalition, develop, implement and refine a process to jointly identify land for public purposes (to be conveyed under the Recreation and Public Purposes Act) and land for privatization that supports the achievement of local and regional land-use plans.

OBJECTIVE #1.2: Privatize land in a manner that meets all requirements of law and regulation, and that ensures fair market return for the American public.

OBJECTIVE #1.3: Upon application, convey land to local government for public purposes at low or no cost according to the provisions of the Recreation and Public Purposes Act, or the Airport Cooperative Management Area provision of the SNPLMA, as applicable.

GOAL #2: ACQUIRE LAND: In cooperation with the State of Nevada, local governments, other federal agencies, and interested parties, administer a program to acquire environmentally sensitive land in Nevada.

OBJECTIVE #2.1: In collaboration with the State of Nevada, local governments, other federal agencies, and interested parties, develop, implement, and refine a process to identify and prioritize land in the state of Nevada which, if acquired and managed by the Federal government, would:

- Enhance recreation opportunities
- Contribute to the recovery and/or protection of threatened or endangered species
- Protect and/or provide public access to significant cultural, historical and scientific resources
- Improve the quality air, water and environment in general

and which takes into account the positive and negative impacts of the acquisition on the State, county, and local communities.

OBJECTIVE #2.2: In collaboration with other federal agencies, local governments, and interested parties, develop, implement, and refine a process to disburse funds in a manner that maximizes the use of the funds for the actual purchase of land and the direct costs associated with the acquisition.

OBJECTIVE #2.3: Provide expertise and oversight to other federal natural resource management agencies and the Bureau of Land Management Field Offices in Nevada to accomplish the acquisition of environmentally sensitive land in a timely and cost-effective manner.

GOAL #3: FUND PROJECTS: In cooperation with the State of Nevada, local governments, other federal agencies, and interested parties, administer a program to fund projects that enhance outdoor recreation opportunities, contribute to the development of a Multi-species Habitat Conservation Plan, and otherwise improve the quality of the environment in Southern Nevada.

OBJECTIVE #3.1: In collaboration with the local governments, the other federal agencies, and interested parties in Southern Nevada, develop, implement and refine a process to identify and prioritize projects that would:

- Enhance recreation opportunities in Southern Nevada
- Contribute to the development of a Multi-species Habitat Conservation Plan for Clark County
- Improve the quality of the natural environment in Southern Nevada

OBJECTIVE #3.2: In collaboration with other federal agencies, local governments, and interested parties in Southern Nevada, develop, implement and refine a process to disburse funds for projects in a manner that maximizes the use of the funds for tangible on-the-ground results and the direct costs associated with achieving them.

OBJECTIVE #3.3: Provide assistance and oversight to local governments and Federal natural resource management agencies (including the BLM Las Vegas Field Office) to encourage the timely and cost-effective completion of projects funded by the Southern Nevada Public Land Management Act.

GOAL #4: LAND FOR AFFORDABLE HOUSING: In collaboration with local governments, the Department of Housing and Urban Development, and interested parties, develop and implement a program to identify and convey land for affordable housing to local governments within the State of Nevada.

OBJECTIVE #4.1: In collaboration with local governments, the Department of Housing and Urban Development, and interested parties, develop, implement and refine a policy to guide implementation of the affordable housing provision of the Southern Nevada Public Land Management Act.

OBJECTIVE #4.2: Upon application and qualification, convey land for the purpose of affordable housing in the State of Nevada in a manner that meets all requirements of law and regulation, ensures fair return for the American public and supports the achievement of local and regional land-use plans for affordable housing.

GOAL #5: PROTECT PUBLIC INTEREST: Protect the public interest in land within in the Las Vegas Valley disposal area.

OBJECTIVE #5.1: Track the status of public land and interest in land within the Las Vegas Valley disposal area (including but not limited to: all unsold parcels; all parcels in escrow; all parcels under application, lease or patent under the Recreation and Public Purposes Act; and all parcels conveyed to Clark County under the Airport Environs provision of the Southern Nevada Public Land Management Act.

OBJECTIVE #5.2: Take corrective action where the public interest is threatened.

GOAL #6: TEAM PERFORMANCE: Be the best example in the federal government of: team performance; project management; customer service; collaboration and partnerships; financial management; and cost-effective use of technology.

OBJECTIVE #6.1: Assemble and maintain a team of talented and dedicated professionals with the skills required to accomplish our mission. Continuously improve both individual and collective performance.

OBJECTIVE #6.2: Employ the principles and practices of strategic planning and project management to derive and articulate goals and objectives, organize our work, and track progress.

OBJECTIVE #6.3: Establish and maintain effective communication and coordination with State of Nevada, local governments, interested parties, other federal agencies, and within the Bureau of Land Management.

OBJECTIVE #6.4: Employ the principles and best practices of accounting and financial management to track the financial resources. Design, implement and refine an investment program which allows the greatest return within the constraints of law and regulation.

OBJECTIVE #6.5: Employ the best practices associated with customer service. Always go the extra mile to assist our customers and stakeholders.

OBJECTIVE #6.6: Develop a cost-effective and user friendly automated system to track the status of every parcel of land within the disposal area and provide high quality maps and accurate statistics on demand.

OBJECTIVE #6.7: Reach out to tell the Southern Nevada Public Land Management Act. story whenever and wherever possible. Develop and maintain a user-friendly web-site to make information readily available to a wide audience in a timely manner.

OBJECTIVE #6.8: Continuously improve efficiency and effectiveness

OBJECTIVE #6.9: Develop, maintain and organize a comprehensive body of documentation that encourages orderly and consistent implementation and assists others in benefitting from our experience in implementing similar programs.

FY 2002 Planned Accomplishments

1	Sell/Convey Land	In collaboration with local government, implement a program to sell and otherwise convey public land in the Las Vegas metropolitan area in a manner which ensures a fair return to the American public and supports the achievement of healthy, well planned communities in the Las Vegas Valley.
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Objective	Status at the End of FY 2001	FY 2002 Planned Accomplishments	Lead Office
① In collaboration with local government and the Regional Planning Coalition, develop, implement, and refine a process to jointly identify land for public purposes and land for privatization that supports the achievement of local and regional land-use plans.	“Joint Selection Process” was developed and implemented in 1999. The process is applied every six months to identify land to be reserved for public purposes and for sale. The process is initiated 18 months before the sale and completed (parcels identified) 12 months before the sale.	Participate in the joint selection process to identify parcels for sale for the the November, 2002 and May 2003 sales. Nominate BLM problem parcels for disposal.	Las Vegas Field Office
② Privatize land in a manner that meets all requirements of law and regulation and ensures fair market return for the American public.	Public auctions held every six months. To date auctions have been conducted in Nov 1999, June and Nov, 2000, May 2001. On-line auction pilot tested in Nov 2000 and conducted again in June 2001.	Conduct public auctions in Nov 2001 & May 2002 (including internet auctions of unsold properties immediately following). Finalize May 2001 sale. Prepare for November 2002 sale. Resolve the issue regarding the conveyance of mineral interest and the use of reserved Federal minerals.	Las Vegas Field Office
③ Upon application, convey land to local government for public purposes at low or no cost according to the provisions of the Recreation and Public Purposes Act or the Airport Cooperative Management Area provision of the SNPLMA, as applicable.	Conveyed all land in the airport Cooperative Management Area in April, 1999. Conveyed most mineral interests.	Process R&PP applications as they are received Issue policy for transfer of reversionary interest Resolve survey issues and convey balance of mineral interests in CMA to Clark County	Las Vegas Field Office

2	Acquire Land	In cooperation with the State of Nevada, local governments, other federal agencies, and interested parties, administer a program to acquire environmentally sensitive land in Nevada.
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Objective	Status at the End of FY 2001	FY 2002 Planned Accomplishments	Lead Office
<p>❶ In collaboration with the State, local governments, Federal agencies and interested parties develop, implement and refine a process to identify and prioritize land in the state of Nevada which, if acquired and managed by the Federal government, would:</p> <ul style="list-style-type: none"> - Enhance recreation opportunities - Contribute to the recovery and/or protection of threatened or endangered species - Protect and/or provide public access to significant cultural, historical and scientific resources - Improve the quality air, water and environment in general <p>and which takes into account the positive and negative impacts of the acquisition on the State, county, and local communities.</p>	<p>The process for nomination, qualification, ranking and selection of land for acquisition was developed in 2000 and is documented in the <i>SNPLMA Implementation Agreement</i>.</p> <p>The <i>SNPLMA Implementation Agreement</i> was updated in April 2001 (signatures of Executive Committee members pending)..</p> <p>2002 (Round 3) nomination and selection process was started in August, 2001.</p>	<p>Complete 2002 (Round 3) nomination and selection process for land acquisitions.</p> <p>Refine the process and update the <i>SNPLMA Implementation Agreement</i> as needed.</p> <p>Initiate the 2003 (Round 4) nomination and selection process</p> <p>Explore ways to improve land value estimates</p>	SNPLMA Project Office
<p>❷ In collaboration with Federal agencies, local governments and interested parties, develop, implement and refine a process to disburse funds in a manner that maximizes the use of the funds for the actual purchase of land and the direct costs associated with the acquisition</p>	<p>Process for disbursement of funds was developed in 2000 and was used for Rounds 1 & 2. The process is documented in the <i>SNPLMA Implementation Agreement</i>.</p> <p>MOUs establishing procedures for disbursement were signed with FS, FWS, NPS in 2001</p>	<p>Disburse funds for Round 1, 2 & 3 acquisitions according to the process.</p> <p>Refine the process and amend the <i>SNPLMA Implementation Agreement</i> as necessary</p>	SNPLMA Project Office

<p>3 Provide expertise and oversight to Federal natural resource management agencies and the Bureau of Land Management Field Offices in Nevada to acquire environmentally sensitive land in a timely and cost-effective manner.</p>	<p>Provided oversight and assistance for Round 1 acquisitions. Realty Specialist (Acquisitions) was vacant for the second half of the FY.</p>	<p>Improve level of service to assist in the completion of land acquisitions in a timely manner .</p> <p>Develop and Implement a land acquisition tracking system.</p> <p>Develop and deliver a briefing for BLM Field Offices outlining the acquisition process, with particular attention to who is responsible for what steps.</p>	<p>SNPLMA Project Office</p>
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<p>3</p>	<p>Fund Projects</p>	<p>In cooperation with the State of Nevada, local governments, other federal agencies, and interested parties, administer a program to fund projects that enhance outdoor recreation opportunities, contribute to the development of a multi-species habitat conservation plan for Clark County and otherwise improve the quality of the natural environment in Southern Nevada.</p>
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Objective	Status at the End of FY 2001	FY 2002 Planned Accomplishments	Lead Office
<p>① In collaboration with the local governments, the Federal agencies and interested parties in Southern Nevada develop, implement and refine a process to identify and prioritize projects that would:</p> <ul style="list-style-type: none"> - Enhance recreation opportunities in Southern Nevada - Contribute to the development of a Multi-species Habitat Conservation Plan for Clark County -Improve the quality of the natural environment in Southern Nevada 	<p>The process for nomination, qualification, ranking and selection of projects was developed in 2000 and is documented in the <i>SNPLMA Implementation Agreement</i>.</p> <p>The <i>SNPLMA Implementation Agreement</i> was updated in April 2001 (signatures of Executive Committee members pending)..</p> <p>2002 (Round 3) nomination and selection process was started in August, 2001.</p>	<p>Complete 2002 (Round 3) nomination and selection process for projects</p> <p>Refine the process and update the <i>SNPLMA Implementation Agreement</i> as needed.</p> <p>Initiate the 2003 (Round 4) nomination and selection process</p>	SNPLMA Project Office
<p>② In collaboration with Federal agencies, local governments and interested parties in Southern Nevada, develop, implement and refine a process to disburse funds for projects in a manner that maximizes the use of the funds for tangible on-the-ground results and the direct costs associated with achieving them.</p>	<p>Process for disbursement was developed and used to disburse funds for Rounds 1 & 2. The process is documented in the <i>Implementation Agreement</i>.</p> <p>Cooperative Agreements have been signed with all local governments and MOUs have been signed with FS, FWS, NPS</p>	<p>Disburse funds for Round 1, 2 & 3 acquisitions according to the process.</p> <p>Refine the process and amend the <i>SNPLMA Implementation Agreement</i> as necessary</p>	SNPLMA Project Office
<p>③ Provide assistance and oversight to local governments and Federal natural resource management agencies (including the Bureau of Land Management Las Vegas Field Office) to encourage the timely and cost-effective completion of projects funded by the SNPLMA</p>	<p>Initiated project status tracking system.</p>	<p>Improve the project tracking system.</p>	SNPLMA Project Office

4	Land for Affordable Housing	In collaboration with local governments, the Department of Housing and Urban Development, and interested parties, develop and implement a program to identify and convey land for affordable housing to local governments within the State of Nevada.
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Objective	Status at the End of FY 2001	FY 2002 Planned Accomplishments	Lead Office
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❶ In collaboration with local governments, the Department of Housing and Urban Development and interested parties, develop, implement and refine a policy to guide implementation of the affordable housing provision of the SNPLMA	Initiated rule-making process to develop an affordable housing policy	Continue rule-making process for implementation of affordable housing provision of the Act	SNPLMA Project Office
❷ Upon application and qualification, convey land for the purpose of affordable housing in the State of Nevada in a manner that meets all requirements of law and regulation, ensures fair return for the American public and supports the achievement of local and regional land-use plans for affordable housing.	Implement upon issuance of policy	Process applications for sales when the new policy takes effect	All BLM Field Offices in Nevada

5	Protect Public Interest	Protect the public interest in land within in the Las Vegas Valley disposal area.
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Objective	Status at the End of FY 2001	FY 2002 Planned Accomplishments	Lead Office
❶ Track the status of public land and interest in land within the Las Vegas Valley disposal area (including but not limited to: all unsold parcels; all parcels in escrow; all parcels under application, lease or patent under the Recreation and Public Purposes Act; and all parcels conveyed to Clark County under the Airport Environs provision of the SNPLMA)	Developed a Draft MOU with Clark County Dept. of Aviation regarding audits, coordination & reporting	Track public interest in the disposal area (including the airport CMA) Finalize and sign the MOU with the Dept. of Aviation	Las Vegas Field Office SNPLMA Project Office
❷ Take corrective action where the public interest has been compromised by unauthorized use.	Identified several unauthorized uses. Took corrective action.	On-going on a case by case basis	Las Vegas Field Office

6	Team Performance	Be the best example in the Federal government of team performance, project management, customer service, collaboration and partnerships, financial management and cost-effective use of technology.
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Objective	Status at the End of FY 2001	FY 2002 Planned Accomplishments	Lead Office
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<p>① Assemble and maintain a team of talented and dedicated professionals with the skills required to accomplish our mission. Continuously improve our individual and collective performance.</p>	<p>One vacant position on the Project Office staff - Realty Specialist (Acquisitions). Las Vegas Field Office sales team is fully staffed. Note: the Regional Solicitor's Office, Nevada State Office, and National Business Center play major roles in the project.</p>	<p>Fill the Realty Specialist vacancy. Fill other vacancies as they occur.</p> <p>Make effective use of training opportunities.</p> <p>Conduct team performance enhancement activities quarterly</p>	<p>SNPLMA Project Office</p> <p>All</p> <p>SNPLMA Project Office</p>
<p>② Employ the principles and practices of strategic planning and project management to derive and articulate goals and objectives, organize our work, and track progress.</p>	<p>Issued the Strategic Plan and FY 01 Planned Accomplishments. Conducted quarterly meetings of the Project Team to assess status and update the planned accomplishments table.</p>	<p>Develop and issue FY 02 Planned Accomplishments. Assess status and update Planned Accomplishments on a quarterly basis.</p> <p>Initiate development of performance measures</p>	<p>SNPLMA Project Office</p>
<p>③ Establish and maintain effective communication and coordination with State, local governments and interested parties, with our Federal partners and within the Bureau of Land Management.</p>	<p>Conducted Local Partners meetings every four months. Participated in Federal Partners Meetings. Developed Functional Table to delineate responsibilities.</p>	<p>Continue local and Federal partners coordination meetings.</p> <p>Refine Functional Table as needed.</p>	<p>SNPLMA Project Office</p> <p>All</p>
<p>④ Employ the principles and best practices of accounting and financial management to track the financial resources. Design, implement and refine an investment program which allows the greatest return within the constraints of law and regulation.</p>	<p>Implemented accounting and investment systems</p>	<p>Continue active management and refine the systems as needed</p>	<p>SNPLMA Project Office</p>
<p>⑤ Employ the best practices associated with customer service. Always go the extra mile to assist our customers and stakeholders.</p>	<p>Continuous and on-going</p>	<p>Improve mechanisms for obtaining customer feedback.</p>	<p>SNPLMA Project Office</p>

<p>⑥ Develop a cost-effective and user friendly automated system to track the status of every parcel of land within the disposal area and provide high quality maps and accurate statistics on demand.</p>	<p>Parcel based tracking system being developed by the State Office.</p> <p>Developed “Land Sale Statistics”</p>	<p>Continue tracking in LR2000 and by manual methods</p> <p>Update “Land Sale Statistics”</p>	<p>Las Vegas Field Office</p> <p>SNPLMA Project Office</p>
<p>⑦ Reach out to tell our story whenever and wherever possible. Develop and maintain a user-friendly web-site to make information readily available to a wide audience in a timely manner.</p>	<p>Delivered many presentations.</p> <p>Web page improvement project initiated</p>	<p>Seek opportunities to tell the SNPLMA story.</p> <p>Launch the new web-page and continue with enhancements.</p>	<p>SNPLMA Project Office</p>
<p>⑧ Continuously improve efficiency and effectiveness</p>	<p>Conducted lessons-learned sessions after each sale.</p>	<p>Conduct formal “lessons-learned” sessions in other areas (besides sales)</p>	<p>SNPLMA Project Office</p>
<p>⑨ Develop, maintain and organize a comprehensive body of documentation that encourages orderly and consistent implementation and assists others in benefitting from our experience in implementing similar programs</p>	<p>Project Handbook completed</p>	<p>Update and maintain the project handbook.. Convert to automated format</p> <p>Assist in the implementation of other land disposal laws.</p>	<p>SNPLMA Project Office</p>

FY 2002 Annual Performance Plan

1	Sell/Convey Land	In collaboration with local government, implement a program to sell and otherwise convey public land in the Las Vegas metropolitan area in a manner which ensures a fair return to the American public and supports the achievement of healthy, well planned communities in the Las Vegas Valley.
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1.1 In collaboration with local government and the Regional Planning Coalition, develop, implement, and refine a process to jointly identify land for public purposes and land for privatization that supports the achievement of local and regional land-use plans.

WBS	Task	Lead Office	Lead	Quarter
1.1.1	Participate in the joint selection process to identify parcels for sale for the the November, 2002 sale. Nominate BLM problem parcels for disposal.	Las Vegas Field Office	Field Office Manager	1
1.1.2	Participate in the joint selection process to identify parcels for sale for the the May 2003, sale. Nominate BLM problem parcels for disposal.	Las Vegas Field Office	Field Office Manager	3

1.2 Privatize land in a manner that meets all requirements of law and regulation and ensures fair market return for the American public.

WBS	Task	Sub-tasks	Lead Office	Lead	Quarter
1.2.1	May 2001 Oral & Internet Auctions	1.2.1.1 Prepare patents	Las Vegas Field Office	Lead Realty Specialist (Sales)	1
		1.2.1.1 Accept balance of payments	Las Vegas Field Office	Lead Realty Specialist (Sales)	1
		1.2.1.1 Review and Issue patents	NSO Division of Lands & Renewable Resources	Deputy State Director	1

WBS	Task	Sub-tasks	Lead Office	Lead	Quarter
1.2.2	November 2001 Oral Auction	1.2.2.1 Process any protests received in response to NORA	Las Vegas Field Office	Lead Realty Specialist (Sales)	1
		1.2.2.2 Produce sale brochure	General Services Administration	SNPLMA Project Leader	1
		1.2.2.3 Accept/process sealed bids	Las Vegas Field Office	Lead Realty Specialist (Sales)	1
		1.2.2.4 Conduct oral auction	General Services Administration	SNPLMA Project Leader	1
		1.2.2.5 Accept deposits	Las Vegas Field Office	Lead Realty Specialist (Sales)	1
		1.2.2.6 Prepare patents	Las Vegas Field Office	Lead Realty Specialist (Sales)	2, 3
		1.2.2.7 Accept balance of payments	Las Vegas Field Office	Lead Realty Specialist (Sales)	2, 3
		1.2.2.8 Review and Issue patents	NSO Division of Lands & Renewable Resources	Deputy State Director	2, 3
1.2.3	December 2001 On-line Auction	1.2.3.1 Select parcels for sale	Las Vegas Field Office	Lead Realty Specialist (Sales)	1
		1.2.3.2 Conduct the on-line auction	General Services Administration	General Services Administration	1
		1.2.3.3 Accept deposits	Las Vegas Field Office	Lead Realty Specialist (Sales)	1
		1.2.3.4 Prepare patents	Las Vegas Field Office	Lead Realty Specialist (Sales)	2, 3
		1.2.3.5 Accept balance of payments	Las Vegas Field Office	Lead Realty Specialist (Sales)	2, 3
		1.2.3.6 Review & Issue patents	NSO Division of Lands & Renewable Resources	Deputy State Director	2, 3

WBS	Task	Sub-tasks	Lead Office	Lead	Quarter
1.2.4	May 2002 Oral Auction	1.2.4.1 Identify any existing rights, process pending applications, prepare legal descriptions, prepare maps, prepare NORA	Las Vegas Field Office	Lead Realty Specialist (Sales)	1, 2
		1.2.4.2 Process any protests received in response to NORA	Las Vegas Field Office	Lead Realty Specialist (Sales)	3
		1.2.4.3 Produce sale brochure	General Services Administration	SNPLMA Project Leader	2
		1.2.4.4 Accept/process sealed bids	Las Vegas Field Office	Lead Realty Specialist (Sales)	3
		1.2.4.5 Conduct oral auction	General Services Administration	SNPLMA Project Leader	3
		1.2.4.6 Accept deposits	Las Vegas Field Office	Lead Realty Specialist (Sales)	3
		1.2.4.7 Prepare patents	Las Vegas Field Office	Lead Realty Specialist (Sales)	3, 4
		1.2.4.8 Accept balance of payments	Las Vegas Field Office	Lead Realty Specialist (Sales)	3, 4
		1.2.4.9 Review & Issue patents	NSO Division of Lands & Renewable Resources	Deputy State Director	3, 4
1.2.5	June 2002 On-line Auction	1.2.5.1 Select parcels for sale	Las Vegas Field Office	Lead Realty Specialist (Sales)	3
		1.2.5.2 Conduct the on-line auction	General Services Administration	SNPLMA Project Manager	3
		1.2.5.3 Accept deposits	Las Vegas Field Office	Lead Realty Specialist (Sales)	3
		1.2.5.4 Prepare patents	Las Vegas Field Office	Lead Realty Specialist (Sales)	3, 4
		1.2.5.5 Accept balance of payments	Las Vegas Field Office	Lead Realty Specialist (Sales)	3, 4
		1.2.5.6 Review & Issue patents	NSO Division of Lands & Renewable Resources	Deputy State Director	3, 4

WBS	Task	Sub-tasks	Lead Office	Lead	Quarter
1.2.6	November 2002 Oral Auction	1.2.6.1 Identify any existing rights, process pending applications, prepare legal descriptions, prepare maps, prepare NORA	Las Vegas Field Office	Lead Realty Specialist (Sales)	2, 3, 4

1.3 Upon application, convey land to local government for public purposes at low or no cost according to the provisions of the Recreation and Public Purposes Act or the Airport Cooperative Management Area provision of the SNPLMA, as applicable.

WBS	Task	Lead Office	Lead	Quarter
1.3.1	Process R&PP applications as they are received	Las Vegas Field Office	Assistant Las Vegas Field Manager, Lands and Realty	1,2,3,4
1.3.2	Issue policy for transfer of reversionary interest	Las Vegas Field Office	Assistant Las Vegas Field Manager, Lands and Realty	4
1.3.3	Resolve survey issues and convey balance of mineral interests in CMA to Clark County	Las Vegas Field Office	Assistant Las Vegas Field Manager, Lands and Realty	4

2	Acquire Land	In cooperation with the State, local governments, other Federal agencies, and interested parties, administer a program to acquire environmentally sensitive land in Nevada.
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2.1 In collaboration with the State, local governments, Federal agencies and interested parties develop, implement and refine a process to identify and prioritize land in the state of Nevada which, if acquired and managed by the Federal government, would: enhance recreation opportunities; contribute to the recovery and/or protection of threatened or endangered species; protect and/or provide public access to significant cultural, historical and scientific resources; improve the quality air, water and environment in general; and which takes into account the positive and negative impacts of the acquisition on the State, county, and local communities.

WBS	Task	Lead Office	Lead	Quarter
2.1.1	Complete 2002 (Round 3) nomination and selection process for land acquisitions.	SNPLMA Project Office	SNPLMA Project Manager	1,2,3
2.1.2	Initiate the 2003 (Round 4) nomination and selection process	SNPLMA Project Office	SNPLMA Project Manager	4
2.1.3	Explore ways to improve land value estimates	SNPLMA Project Office	Realty Specialist (Acquisitions)	2,3

2.2 In collaboration with Federal agencies, local governments and interested parties, develop, implement and refine a process to disburse funds in a manner that maximizes the use of the funds for the actual purchase of land and the direct costs associated with the acquisition

WBS	Task	Lead Office	Lead	Quarter
2.2.1	Disburse funds for Round 1, 2 & 3 acquisitions according to the process.	SNPLMA Project Office	SNPLMA Business Manager	1,2,3,4

2.3 Provide expertise and oversight to Federal natural resource management agencies and the Bureau of Land Management Field Offices in Nevada to acquire environmentally sensitive land in a timely and cost-effective manner.

WBS	Task	Lead Office	Lead	Quarter
2.3.1	Complete as many remaining Round 1 and Round 2 land acquisitions as possible .	SNPLMA Project Office	Realty Specialist (Acquisitions)	2,3,4
2.3.2	Develop and Implement a land acquisition tracking system.	SNPLMA Project Office	Realty Specialist (Acquisitions)	2
2.3.3	Develop and deliver a briefing for BLM Field Offices outlining the acquisition process, with particular attention to who is responsible for what steps.	SNPLMA Project Office	Realty Specialist (Acquisitions)	2,3

3	Fund Projects	In cooperation with the State, local governments, other Federal agencies, and interested parties, administer a program to fund projects that enhance outdoor recreation opportunities, contribute to the development of a multi-species habitat conservation plan for Clark County and otherwise improve the quality of the natural environment in Southern Nevada.
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3.1 In collaboration with the local governments, the Federal agencies and interested parties in Southern Nevada develop, implement and refine a process to identify and prioritize projects that would: enhance recreation opportunities in Southern Nevada; contribute to the development of a Multi-species Habitat Conservation Plan for Clark County; and/or improve the quality of the natural environment in Southern Nevada

WBS	Task	Lead Office	Lead	Quarter
3.1.1	Complete 2002 (Round 3) nomination and selection process for projects.	SNPLMA Project Office	SNPLMA Project Manager	1,2,3
3.1.2	Initiate the 2003 (Round 4) nomination and selection process	SNPLMA Project Office	SNPLMA Project Manager	4

3.2 In collaboration with Federal agencies, local governments and interested parties, develop, implement and refine a process to disburse funds in a manner that maximizes the use of the funds for the actual purchase of land and the direct costs associated with the acquisition

WBS	Task	Lead Office	Lead	Quarter
3.2.1	Disburse funds for Round 1, 2 & 3 projects according to the process.	SNPLMA Project Office	SNPLMA Business Manager	1,2,3,4

3.3 Provide assistance and oversight to local governments and Federal natural resource management agencies (including the Bureau of Land Management Las Vegas Field Office) to encourage the timely and cost-effective completion of projects funded by the SNPLMA

WBS	Task	Lead Office	Lead	Quarter
3.3.1	Improve the project tracking system.	SNPLMA Project Office	Realty Specialist (Acquisitions)	3,4

4	Land for Affordable Housing	In cooperation with local governments, the Department of Housing and Urban Development, and interested parties, develop and implement a program to convey to local governments in Nevada land for affordable housing
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4.1 In collaboration with local governments, the Department of Housing and Urban Development and interested parties, develop, implement and refine a policy to guide implementation of the affordable housing provision of the SNPLMA

WBS	Task	Lead Office	Lead	Quarter
4.1.1	Continue rule-making process for implementation of affordable housing provision of the Act	SNPLMA Project Office	SNPLMA Project Manager	1,2,3,4

4.2 Upon application and qualification, convey land for the purpose of affordable housing in the State of Nevada in a manner that meets all requirements of law and regulation, ensures fair return for the American public and supports the achievement of local and regional land-use plans for affordable housing.

WBS	Task	Lead Office	Lead	Quarter
4.2.1	Process applications for land for affordable housing according to new regulation and policy	All Nevada BLM Field Offices	All Nevada Field Managers	4

5	Protect Continuing Public Interest	Protect all continuing public interest in land within the Las Vegas Valley disposal area.
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5.1 Track the status of public land and interest in land within the Las Vegas Valley disposal area (including but not limited to: all unsold parcels; all parcels in escrow; all parcels under application, lease or patent under the Recreation and Public Purposes Act; and all parcels conveyed to Clark County under the Airport Environs provision of the SNPLMA)

WBS	Task	Lead Office	Lead	Quarter
5.1.1	Track public interest in the disposal area (excluding the airport CMA)	Las Vegas Field Office	Deputy Field Manager, Lands	1,2,3,4
5.1.2	Track public interest in the airport CMA	SNPLMA Project. Office	Realty Specialist (Acquisitions)	1,2,3,4
5.1.3	Finalize and sign the MOU with the Dept. of Aviation	SNPLMA Project Office	SNPLMA Project Manager	2

5.2 Take corrective action where the public interest has been compromised by unauthorized use.

WBS	Task	Lead Office	Lead	Quarter
5.2.1	Take appropriate action on a case by case basis as specific unauthorized uses are identified	Las Vegas Field Office	Field Manager	1,2,3,4

6	Team Performance	Be the best example in the Federal government of team performance, project management, customer service, collaboration and partnerships, financial management and cost-effective use of technology.
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6.1 Assemble and maintain a team of talented and dedicated professionals with the skills required to accomplish our mission. Continuously improve our individual and collective performance.

WBS	Task	Lead Office	Lead	Quarter
6.1.1	Fill the Realty Specialist (Acquisitions) vacancy. Fill other vacancies as they occur.	SNPLMA Project Office	SNPLMA Project Manager	1
6.1.2	Make effective use of Individual Development Plans to take advantage of training opportunities.	SNPLMA Project Office	All	1,2,3,4
6.1.3	Conduct team performance enhancement activities quarterly	SNPLMA Project Office	SNPLMA Project Manager	1,2,3,4

6.2 Employ the principles and practices of strategic planning and project management to derive and articulate goals and objectives, organize our work, and track progress.

WBS	Task	Lead Office	Lead	Quarter
6.2.1	Develop and issue FY 02 Project Plan. Assess status and update Planned Accomplishments on a quarterly basis.	SNPLMA Project Office	SNPLMA Project Manager	1.2.3.4
6.2.2	Initiate development of performance measures	SNPLMA Project Office	SNPLMA Project Manager	1

6.3 Establish and maintain effective communication and coordination with State, local governments and interested parties, with our Federal partners and within the Bureau of Land Management.

WBS	Task	Lead Office	Lead	Quarter
6.3.1	Continue local and Federal partners coordination meetings.	SNPLMA Project Office	SNPLMA Project Manager	2,4
6.3.2	Refine the Functional Table	SNPLMA Project Office	SNPLMA Project Manager	1,2,3,4

6.4 Employ the principles and best practices of accounting and financial management to track the financial resources. Design, implement and refine an investment program which allows the greatest return within the constraints of law and regulation.

WBS	Task	Lead Office	Lead	Quarter
6.4.1	Produce monthly financial statements	SNPLMA Project Office	SNPLMA Business Manager	1,2,3,4
6.4.2	Continue active management and refine the accounting and investment systems as needed	SNPLMA Project Office	SNPLMA Business Manager	1,2,3,4
6.4.3	Manage the investment program to maximize return while have funding available when needed	SNPLMA Project Office	SNPLMA Business Manager	1,2,3,4

6.5 Employ the best practices associated with customer service. Always go the extra mile to assist our customers and stakeholders.

WBS	Task	Lead Office	Lead	Quarter
6.5.1	Improve mechanisms for obtaining customer feedback.	SNPLMA Project Office	SNPLMA Project Manager	2,3
6.5.2	Review customer feedback and identify service improvement opportunities at quarterly reviews	SNPLMA Project Office	SNPLMA Project Manager	3,4

6.6 Develop a cost-effective and user friendly automated system to track the status of every parcel of land within the disposal area and provide high quality maps and accurate statistics on demand.

WBS	Task	Lead Office	Lead	Quarter
6.6.1	Continue tracking in LR2000 and by manual methods	Las Vegas Field Office	Assistant Field Manager, Lands	1,2,3,4
6.3.2	Update “Land Sale Statistics”	SNPLMA Project Office	SNPLMA Project Manager	1,2,3,4

6.7 Reach out to tell our story whenever and wherever possible. Develop and maintain a user-friendly web-site to make information readily available to a wide audience in a timely manner.

WBS	Task	Lead Office	Lead	Quarter
6.7.1	Seek opportunities to tell the SNPLMA story.	SNPLMA Project Office	SNPLMA Project Manager	1,2,3,4
6.7.2	Launch the new web-page and continue with enhancements.	SNPLMA Project Office	SNPLMA Project Manager	1,2,3,4

6.8 Continuously improve efficiency and effectiveness

WBS	Task	Lead Office	Lead	Quarter
6.8.1	Conduct formal “lessons-learned” sessions in other areas (besides sales)	SNPLMA Project Office	SNPLMA Project Manager	1,2,3,4

6.9 Develop, maintain and organize a comprehensive body of documentation that encourages orderly and consistent implementation and assists others in benefitting from our experience in implementing similar programs

WBS	Task	Lead Office	Lead	Quarter
6.9.1	Update and maintain the project handbook.. Convert to automated format	SNPLMA Project Office	SNPLMA Project Manager	1,2,3,4
6.9.2	Refine and update the <i>SNPLMA Implementation Agreement</i> as needed.	SNPLMA Project Office	SNPLMA Project Manager	1,2,3,4
6.9.3	Assist in the implementation of other land disposal laws.	SNPLMA Project Office	All	1,2,3,4
6.9.4	Modify the <i>Implementation Agreement</i> to accommodate implementation of the FLTFA (Baca) in Nevada.	SNPLMA Project Office	SNPLMA Project Manager	2
6.9.5	Instruct FLTFA module at the National Training Center Advanced Lands Transactions Course	SNPLMA Project Office	SNPLMA Project Manager	2

Relationship to the BLM Strategic Plan

	SNPLMA Strategic Goals				
BLM Strategic Goals	1. Sell/Convey land	2. Acquire environmentally sensitive land	3. Fund projects in Southern Nevada	4. Land for affordable housing	5. Protect public interest
01.01 Provide opportunities for environmentally responsible recreation		Acquire land with recreation values or to improve access	Fund capital improvements and the development of parks, trails, and natural areas		
01. 02 Provide opportunities for environmentally responsible commercial activities	Privatize land to provide for community growth & development			Sell land for affordable housing development	Manage leases, ROWs, and other uses in the disposal area
01.03 Preserve natural & cultural heritage resources		Acquire land with historical & cultural values	Fund restoration, interpretation, & protection projects		
01.04 Reduce threats to public health, safety, & property	Privatize undeveloped urban land that is a source of ambient dust or is a site of illegal dumping	Acquire land to improve air and water quality	Fund environmental restoration projects		
01.05 Provide land, resource, & title information					GIS & LR2000 Tracking system
01.06 Provide economic & technical assistance	15% of proceeds paid directly to local govt. Provide land at less than FMV for public purposes		Contribute funds for the development of parks, trails, natural areas and the development of a MSHCP	Provide land at less than FMV for affordable housing	
02.01 Understand & plan for the condition and use of the public lands			Contribute funds for the development of a MSHCP		
02.02 Restore at-risk resources and maintain functioning systems		Acquire environmentally sensitive land	Fund environmental restoration projects		